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ABSTRACT

Analysis of national data identified 10-year trends in higher education faculty salaries from 1982-83 to 1992-93. The analysis used data collected through the Integrated Postsecondary Education Data System (IPEDS) for the academic years 1987-88 to 1992-93. Data for the earlier years came from the Higher Education General Information Survey (HEGIS). Highlights of the findings note that in 1992-93 full-time instructional faculty on 9- and 10-month contracts earned an average salary of $44,700; also that for the first time during the 10-year period average salaries for professors and associate professors showed an equal annual increase of 2.4 percent. Trend analysis showed that in both 1982-83 and 1992-93 professors and lecturers in private institutions had higher average salaries than faculty in public institutions and that average salaries in constant dollars continue to be higher for males than for females. The bulk of the document consists of six tables showing average salaries by academic year and rank; by control of institution; by rank and sex (current and constant dollars); by academic rank; by type and control of institution; and the Consumer Price Index factors for the decade. An appendix contains the survey instrument. (JB)

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Salaries of Full-Time Instructional Faculty on 9- and 10-Month Contracts in Institutions of Higher Education, 1982–83 Through 1992–93

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E.D. TABS December 1993

Salaries of Full-Time Instructional Faculty on 9- and 10-Month Contracts in Institutions of Higher Education, 1982–83 Through 1992–93

Patricia Q. Brown
Postsecondary Education Statistics Division

U.S. Department of Education
Office of Educational Research and Improvement NCES 93-475

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December 1993

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Highlights

In 1992-93, the full-time instructional faculty on 9- and 10-month contracts in institutions of higher education earned an average salary of $44,700 (table 5). Average salaries in 1992-93 ranged from about $58,800 for professors to about $28,500 for Instructors (table 1). The average salary in current dollars for lecturers is higher than the average salary for instructors on 9- and 10-month contracts ($30,500 versus $28,500). There was a 7.8 percent decrease in average salaries for instructors, from $30,916 in 1991-92 to $28,501 in 1992-93. Other finding include the following:

- In current dollars, for the first time during the ten year period 1982-83 - 1992-93, the average salaries for professors and associate professors showed an equal annual percentage increase of 2.4 percent in current dollars (table 1). The smallest annual percentage increase (0.2) occurred for lecturers, who earned about $30,456 in 1991-92 and $30,529 in 1992-93 (table 1).

- Average salaries in constant 1992-93 dollars show a decline for every rank since 1991-92 assistant professors had the smallest annual decrease of 0.6 percent (table 1).

- In 1982-83 the average salary for all ranks combined at 2-year public institutions was 54.1 percent higher than for all ranks combined at 2-year private institutions; the gap narrowed in 1992-93 to 49.1 percent. The percentage difference in average salaries of faculty in 2-year public and private institutions widened between 1982-83 and 1992-93 for associate professors and assistant professors (table 2).

- In comparison faculty salaries in public and private institutions, the average salaries in 1992-92 for professors, instructors, and lecturers in 4-year private institutions was slightly higher than average salaries for professors, instructors, and lecturers in 4-year public institutions. In both 1982-83 and 1992-93 professors and lecturers in private institutions had higher average salaries than faculty in public institutions (table 4).

- Average salaries in constant dollars continue to be higher for males than for females, $47,900 versus $38,400 in 1992-93 (table 3) for all ranks combined. In 1982-83, male faculty had an average salary of $41,700, while female faculty had an average salary of $33,900 (table 3). The relative difference in male and female salaries varies among academic ranks.

- The total number of full-time instructional faculty on 9- and 10-month contracts, 383,069 (table 5), represented 86.1 percent of the total full-time instructional faculty in 1992-93 (figure 3).

This E.D. TABS report presents the results of analyses of data on salaries of full-time instructional faculty on 9- and 10-month contracts, The data were collected through the Integrated Postsecondary Education Data System (IPEDS) for the academic years 1987-88, 1989-90, 1990-91, 1991-92 and 1992-93. In prior years, similar data were collected through the Higher Education General Information Survey (HEGIS) 1982-83 through 1985-86.

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Survey Methodology

Scope

The 1992-93 IPEDS Salary survey was mailed to 3,662 postsecondary education institutions, including 2,260 to 4-year institutions, 1,383 to 2-year institutions, and 19 to less-than-2-year institutions.

The salary universe was developed by selecting from the 1991-92 institutional characteristics (IC) Universe I: all accredited higher education (including the accredited less-than-2-year institutions) and non-accredited institutions that grant bachelor, master's, doctoral, and first professional degrees. Institutions that had checked any of the exclusion boxes on the IC form were dropped from the analysis. Those exclusions are:

a. All of the instructional faculty are employed on a part-time basis

b. All of the instructional faculty are military personnel

c. All of the instructional faculty contribute their services (e.g., members of a religious order)

d. All of the instructional faculty teach preclinical or clinical medicine

The forms were mailed out in July 1992. The survey results were collected from November 15, 1992 through April 15, 1993. During this time period some of the institutions were deleted from the salary universe. The deletions (out-of-scope) were received through formal notification from IPEDS state coordinators, the Department of Education eligibility notices, and from followup telephone calls. They included schools that had closed, did not offer postsecondary programs, or were duplicated in the file.

Data in this report are for institutions of higher education—those institutions accredited at the college level by an agency recognized by the U.S. Secretary of Education. Readers should note that year-to-year changes in the composition of this group of institutions may contribute minimally to changes in these data. These institutions were previously surveyed under the Higher Education General Information Survey (HEGIS), which the Integrated Postsecondary Education Data System (IPEDS) supersedes.

Followup

Followup for nonresponse was started on January 9, 1993 by letter or contact with state coordinators. Also data for institutions with FICE codes (i.e, higher education institutions) were checked for consistency with their prior year's response.

Editing

Data were edited for major reporting and processing errors. Generated totals were compared to the reported totals. If discrepancies between reported and generated totals were within an acceptable range (i.e, + or - 10 percent), the generated totals replaced the reported totals; otherwise, institutions were contacted to resolve these discrepancies. On the data file, generated totals are indicated by an imputation flag. All missing data items were resolved through the editing procedures.

Imputations

Total nonresponding Institutions

Imputation procedures used for nonresponding institutions were as follows:

I. Imputation groups:

1. All responding institutions were grouped into the appropriate IPEDS institutional sectors and region. If any group had less than 20 institutions, it was merged with the adjacent region.

2. Sectors 1 and 2 (4-year public and private nonprofit) were further disaggregated into:

   (a) schools granting 30 or more doctoral degrees
   (b) schools granting 30 or more postbaccalaureate degrees, and less than 30 doctoral degrees and
   (c) all other schools (include schools with no completions data)

3. Sectors 3, 6, and 9 were grouped into one imputation group,

4. Sectors 4 and 7 were placed into one imputation group, and

5. Sectors 5 and 8 were placed into one imputation group.

II. For institutions that responded to the Salary survey in 1991-92 and not in 1992-93, and responded to the current and prior year Fall Enrollment surveys the following method was used:

A. The mean ratio of current year average salary to prior year average salary by imputation group was calculated based on institutions responding to the salary survey in both 1991-92 and 1992-93.

B. The FTE enrollment for the nonresponding institutions was computed from their current and prior year Fall enrollment surveys. The FTE was calculated by taking all of the full-time students plus one third of the part-time students reported or imputed on the IPEDS Fall enrollment survey.

C. The ratio of total full-time faculty to FTE enrollment for the prior year was computed and then multiplied by the current year's FTE to obtain an estimate of the number of full time faculty in the current year.

D. The ratio of current to prior year faculty was multiplied by each detail cell in the non-responding institution's prior year report to obtain the imputed faculty by academic rank.

E. The ratio of prior year salaries/faculty by academic rank was multiplied by the imputed faculty by rank (see D above) to obtain total salary outlays (column 5 of the survey form). Then detail lines were added to obtain totals for faculty counts and total salary outlays.

III. Institutions not reporting Salary data in 1991-92 or 1992-93.

A. The aggregate FTE enrollment was calculated for institutions reporting on the current year Salary and Fall Enrollment surveys.

B. The aggregate for each cell on part A columns 1-3 (tenure status) of the salary survey was computed for responding institutions and and then divided by aggregate FTE enrollment (from A. above). This full-time faculty to FTE enrollment ratio was then multiplied by the nonresponding institution's FTE enrollment to obtain estimates of full time faculty by academic rank and tenure status (columns 1-3). Details were then added to obtain the imputation for total faculty (column 4).

C. The mean salary to faculty ratio of responding institutions was calculated for each detail line (academic rank).

D. The mean salary/faculty ratios were then multiplied by the corresponding detail faculty imputation in column 4 for the nonresponding institution. Details were added to derive the total salary outlays.

IV. Institutions reporting Salary data in 1991-92 but not to Fall enrollment in the current or prior year.

A. The prior year's response was used as the final imputation for columns 1-4 for number of faculty.

B. The salary outlay was derived by multiplying the prior year outlays by the ratio of the current year average salary to prior year average salary of responding institutions in the same imputation group.

V. Institutions without prior year Salary data, not on current Fall Enrollment file.

A. The group means of the current year average salary and faculty of responding institutions in the same imputation group as the non-responding institution was used as the computed estimate.

VI. Part B was not imputed for any nonresponding institution.

Acknowledgments

The author appreciates the reviewers of this E.D. TABS: John Lee, JBL Associates, Inc.; Susan Hill, National Science Foundation; and Thomas D. Snyder and Summer D. Whitener, National Center for Education Statistics.

Table 1.--Average salaries of full-time instructional faculty on 9- and 10-month contracts, by academic year and by academic rank: 50 states and the District of Columbia, 1982-83 through 1992-93

Academic year	Professor		Associate professor		Assistant professor		Instructor		Lecturer		No Academic rank	
	Average salary	Annual percent change	Average salary	Annual percent change	Average salary	Annual percent change	Average salary	Annual percent change	Average salary	Annual percent change	Average salary	Annual percent change
					Constant 1992-93 dollars							
1982-83	51,755	---	39,158	---	32,060	---	25,643	---	29,391	---	37,193	---
1984-85	53,555	1/	40,352	1/	33,241	1/	26,367	1/	30,096	1/	37,122	1/
1985-86	55,361	3.4	41,634	3.2	34,417	3.5	27,398	3.9	31,133	3.4	38,099	2.6
1987-88	57,875	1/	43,346	1/	35,815	1/	27,963	1/	31,960	1/	38,795	1/
1989-90	59,277	1/	44,216	1/	36,692	1/	28,095	1/	32,541	1/	38,791	1/
1990-91 2/	59,110	-0.3	44,076	-0.3	36,648	-0.1	28,024	-0.3	32,032	-1.6	38,692	-0.3
1991-92	59,227	0.2	44,270	0.4	36,862	0.6	31,881	13.8	31,407	-2.0	38,964	0.7
1992-93	58,789	-0.7	43,945	-0.7	36,625	-0.6	28,501	-10.6	30,529	-2.8	37,771	-3.1
					Current dollars							
1982-83	35,641	---	26,966	---	22,078	---	17,659	---	20,240	---	25,613	---
1984-85	39,743	1/	29,945	1/	24,668	1/	19,567	1/	22,334	1/	27,548	1/
1985-86	42,268	6.4	31,787	6.2	26,277	6.5	20,918	6.9	23,770	6.4	29,088	5.6
1987-88	47,040	1/	35,231	1/	29,110	1/	22,728	1/	25,977	1/	31,532	1/
1989-90	52,810	12.3	39,932	13.3	32,689	12.3	25,030	10.1	28,990	11.6	34,559	9.6
1990-91 2/	55,540	5.2	41,414	3.7	34,434	5.3	26,332	5.2	30,097	3.8	36,395	5.3
1991-92	57,433	3.4	42,929	3.7	35,745	3.8	30,916	17.4	30,456	1.2	37,783	3.8
1992-93	58,789	2.4	43,945	2.4	36,625	2.5	28,501	-7.8	30,529	0.2	37,771	-0.0

---Not applicable.

1/Not computed. The data for the 1983-84 academic year were not edited; thus, they could not be analyzed. Data were not collected for the 1986-87 and 1988-89 academic years.
2/Data revised from previously published data.

SOURCE: U.S. Department of Education, National Center for Education Statistics, IPEDS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty" 1987-88, 1989-90, 1990-91, 1991-92 and 1992-93 surveys and the HEGIS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty" surveys.

Table 2.--Average salaries in current dollars of full-time instructional faculty on 9- and 10-month contracts, by control of institutions, academic rank, and type: 50 states and the District of Columbia, 1982-83 and 1992-93

Academic rank and institutional type	1982-83			1992-93		
	Public	Private	Percent difference	Public	Private	Percent difference
All ranks combined						
4-year	$28,317	$26,896	5.3	$46,518	$46,427	0.2
2-year	25,613	16,623	54.1	38,935	26,105	49.1
Professor						
4-year	35,928	36,072	-0.4	59,069	61,735	-4.3
2-year	31,175	21,106	47.7	48,286	33,757	43.0
Associate professor						
4-year	27,513	26,045	5.6	44,502	43,994	1.2
2-year	26,390	20,146	31.0	41,094	28,960	41.9
Assistant professor						
4-year	22,588	21,155	6.8	37,229	36,305	2.5
2-year	22,318	17,392	28.3	34,713	26,921	28.9
Instructor						
4-year	17,772	16,985	4.6	27,216	27,763	-2.0
2-year	18,523	13,967	32.6	31,039	23,505	32.1
Lecturer						
4-year	20,144	20,656	-2.5	30,812	32,924	-6.4
2-year	20,255	*	*	20,116	*	*
No academic rank						
4-year	21,348	19,297	10.6	34,288	33,767	1.5
2-year	26,204	15,941	64.4	38,405	23,848	61.0

*The numbers of faculty reported in this category were too small to yield reliable results.

SOURCE: U.S. Department of Education, National Center for Education Statistics, IPEDS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty 1992-93," and HEGIS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty" surveys 1982-83.

Table 3.--Average salaries in constant 1992-93 dollars of full-time instructional faculty on 9- and 10-month contracts in institutions of higher education, by academic rank and sex: 50 states and the District of Columbia, 1982-83 through 1992-93

Academic year and sex	All ranks	Professor	Associate professor	Assistant professor	Instructor	Lecturer	No academic rank
1982-83							
Total	39,619	51,755	39,158	32,060	25,643	29,391	37,193
Men	41,718	52,272	39,611	32,822	26,481	31,019	38,600
Women	33,889	47,368	37,539	30,722	24,904	27,605	34,743
1983-84 1/							
1984-85							
Total	41,028	53,555	40,352	33,241	26,367	30,096	37,122
Men	43,366	54,264	40,954	34,133	27,333	31,744	38,443
Women	34,956	48,274	38,428	31,768	25,525	28,304	34,940
1985-86							
Total	42,426	55,361	41,634	34,417	27,398	31,133	38,099
Men	44,917	56,101	42,270	35,487	28,413	33,056	39,643
Women	36,118	50,101	39,686	32,700	26,506	29,172	35,588
1986-87 1/							
1987-88							
Total	44,165	57,875	43,346	35,815	27,963	31,960	38,795
Men	46,890	58,730	44,074	37,016	29,091	34,022	40,290
Women	37,525	52,131	41,251	33,958	27,020	29,983	36,424
1988-89 1/							
1989-90							
Total	45,048	59,277	44,216	36,692	28,095	32,540	38,790
Men	48,000	60,220	45,045	37,918	29,108	34,978	40,386
Women	38,369	53,500	42,057	34,897	27,298	30,301	36,512
1990-91 2/							
Total	44,876	59,110	44,076	36,648	28,024	32,032	38,735
Men	47,962	60,184	44,954	37,926	29,149	34,655	35,361
Women	38,187	52,925	41,857	34,828	27,175	29,918	36,376
1991-92							
Total	45,221	59,227	44,270	36,862	31,881	31,407	38,964
Men	48,311	60,321	45,183	38,123	34,401	33,869	40,653
Women	38,706	53,233	42,039	35,127	29,775	29,441	36,735
1992-93							
Total	44,714	58,789	43,945	36,625	28,501	30,529	37,771
Men	47,865	59,974	44,855	37,841	29,584	32,486	39,365
Women	38,386	52,757	41,863	35,033	27,702	28,920	35,792

1/The data for the 1983-84 academic year were not edited; and thus, they could not be analyzed. Data were not collected for the 1986-87 and 1988-89 academic years.
2/Data revised from previously published data.

SOURCE: U.S. Department of Education, National Center for Education Statistics, IPEDS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty" 1987-88, and 1989-90 through 1992-93 surveys and HEGIS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty" surveys 1982-83 through 1985-86.

Table 4.--Average salaries in current dollars of full-time instructional faculty on 9- and 10-month contracts in institutions of higher education, by type and control of institutions, academic rank, and sex: 50 states and the District of Columbia, 1982-83 through 1992-93

Academic Rank	1982-83	1984-85	1985-86	1987-88	1989-90	1990-91 1/	1991-92	1992-93
				Public 4-year				
All institutions	$28,317	$31,764	$34,033	$37,840	$42,365	$44,510	$45,638	$46,518
Academic rank								
Professor	35,928	40,176	43,044	47,917	53,870	56,668	57,947	59,069
Associate professor	27,513	30,595	32,642	36,272	40,663	42,742	43,778	44,502
Assistant professor	22,588	25,287	27,100	30,037	33,755	35,520	36,516	37,229
Instructor	17,772	19,674	20,895	22,637	24,820	26,134	26,724	27,216
Lecturer	20,144	22,511	23,862	26,057	28,658	29,956	30,221	30,812
No academic rank	21,348	23,392	25,142	27,195	30,975	32,349	33,946	34,288
Sex								
Men	29,678	33,344	35,786	39,898	44,834	47,168	48,401	49,395
Women	23,885	26,813	28,680	31,820	35,704	37,573	38,634	39,476
				Public 2-year				
All institutions	25,613	27,864	29,590	32,209	35,516	37,055	38,959	38,935
Academic rank								
Professor	31,175	33,805	36,418	39,443	44,394	45,411	46,681	48,286
Associate professor	26,390	28,937	30,733	33,902	36,978	38,051	39,416	41,094
Assistant professor	22,318	24,473	26,162	28,523	31,634	32,673	33,869	34,713
Instructor	18,523	20,674	22,818	24,661	26,621	28,389	37,951	31,039
Lecturer	20,255	22,311	23,500	25,627	29,083	28,780	29,666	20,116
No academic rank	26,204	28,242	29,712	32,148	35,262	37,096	38,400	38,405
Sex								
Men	26,566	28,891	30,758	33,477	37,082	38,787	40,811	40,725
Women	23,952	26,172	27,693	30,228	33,307	32,721	36,517	36,710
				Private 4-year				
All institutions	26,896	30,247	31,732	35,355	39,817	42,224	44,793	46,427
Academic rank								
Professor	36,072	40,409	42,260	47,126	52,858	56,127	59,508	61,735
Associate professor	26,045	29,049	30,486	33,739	37,921	40,122	42,515	43,994
Assistant professor	21,155	23,757	24,987	27,845	31,365	33,235	35,100	36,305
Instructor	16,985	18,726	19,483	21,645	24,361	25,159	26,786	27,763
Lecturer	20,656	22,018	23,574	25,793	30,041	31,053	31,424	32,924
No academic rank	19,297	21,083	23,394	26,190	28,756	31,122	33,072	33,767
Sex								
Men	28,521	32,278	33,900	37,817	42,595	45,319	48,042	49,837
Women	21,924	24,560	25,889	28,946	33,010	34,898	37,309	38,386
				Private 2-year				
All institutions	16,623	18,510	19,436	21,867	24,601	24,088	25,673	26,105
Academic rank								
Professor	21,106	23,580	24,519	26,796	30,469	29,520	32,287	33,757
Associate professor	20,146	2/	22,291	24,288	26,366	26,353	28,191	28,960
Assistant professor	17,392	18,440	19,297	21,481	24,788	24,587	25,477	26,921
Instructor	13,967	15,685	16,419	18,613	22,334	20,911	22,423	23,505
Lecturer	2/	2/	2/	2/	2/	2/	15,682	24,006
No academic rank	15,941	18,186	18,783	21,169	23,447	23,187	24,644	23,848
Sex								
Men	17,440	19,460	20,412	22,641	25,219	25,937	26,825	27,402
Women	15,797	17,575	18,504	21,215	24,002	22,585	24,683	25,068

1/Data revised from previously published data.
2/The number of faculty reported in this category was too small to compute an average salary.

NOTE: The data for the 1983-84 academic year were not edited; thus, they could not be analyzed. Data were not collected in the 1986-87 or 1988-89 academic years.

SOURCE: U.S. Department of Education, National Center for Education Statistics, IPEDS "Salaries, Tenure, and Fringe Benefits of Full-time Instructional Faculty" 1987-88, 1989-90, 1990-91, and 1991-92 surveys and the HEGIS "Salaries, Tenure, and Fringe Benefits of Full-time Instructional Faculty" surveys 1981-1985.

Table 5.--Total average salaries and total number of full-time instructional faculty, on 9- and 10-month contracts, in institutions of higher education, by academic rank, and type and control of institution: Academic year 1992-93

Type and Control	All ranks	Professor	Associate professor	Assistant professor	Instructor	Lecturer	No Academic rank
Average salary	$44,714	$58,789	$43,945	$36,625	$28,501	$30,529	$37,771
Faculty							
Total	383,503	117,406	92,273	91,522	22,828	8,013	51,461
4-year	297,725	105,686	82,769	82,723	15,411	7,437	3,699
2-year	85,778	11,720	9,504	8,799	7,417	576	47,762
Public	272,611	80,643	61,976	59,141	16,920	6,174	47,757
4-year	189,247	69,182	52,778	50,802	9,785	5,601	1,099
2-year	83,364	11,461	9,198	8,339	7,135	573	46,658
Private	110,892	36,763	30,297	32,381	5,908	1,839	3,704
4-year	108,478	36,504	29,991	31,921	5,626	1,836	2,600
2-year	2,414	259	306	460	282	3	1,104

SOURCE: U.S. Department of Education, National Center for Education Statistics, IPEDS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty 1992-93" survey.

Table 6.--Consumer Price Index (CPI) factors: 1982-83 through 1992-93

Fiscal year	CPI factor*
	(1992-93=1.000)
1992-93	1.000
1991-92	1.031
1990-91	1.064
1989-90	1.122
1987-88	1.230
1986-87	1.281
1985-86	1.310
1984-85	1.348
1983-84	1.400
1982-83	1.452

*The factors used to convert current dollars to constant 1992-93 dollars.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics, Consumer Price Index for July 1-June 30.

FORM **IPEDS-8A**
(11-6-91)

OMB No. 1850-0582: Approval Expires 2/28/94

NOTE – This form is authorized by law (20 U.S.C. 1221e-1). While you are not required to respond, your cooperation is needed to make the results of this survey comprehensive, accurate, and timely.

Public reporting burden for this collection of information is estimated to average 5.0 hours per response but may range from 30 minutes to 8.0 hours depending on whether the information is readily accessible to machine readable files. The burden estimate includes the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden, to the U.S. Department of Education, Information Management and Compliance Division, Washington, DC 20202-4651, and to the Office of Management and Budget, Paperwork Reduction Project 1850-0582, Washington, DC 20503.

U.S. DEPARTMENT OF COMMERCE
BUREAU OF THE CENSUS
ACTING AS COLLECTING AGENT FOR THE
U.S. DEPARTMENT OF EDUCATION
NATIONAL CENTER FOR EDUCATION STATISTICS

INTEGRATED POSTSECONDARY EDUCATION DATA SYSTEM

SALARIES, TENURE, AND FRINGE BENEFITS OF FULL-TIME INSTRUCTIONAL FACULTY SURVEY 1992-93

Please read *the accompanying instructions before completing this survey form. Report data ONLY for the institution in the address label. If data for any other institutions or branch campuses are included in this report because they CANNOT be reported separately, please provide a list of these schools.*

Please correct errors in the name, address, and ZIP Code.

If there are any questions about this form, contact Patricia Q. Brown, NCES, at (202) 219-1593 or John Medina, Bureau of the Census, at (800) 437-4196.

RETURN TO

Date due: November 15, 1992

1. Name of respondent	**2.** Title of respondent	**3.** Telephone *(Area code, number, ext.)*

If this survey is not applicable to your institution because any of the exclusions cited here embrace all of your instructional faculty, mark (X) the appropriate box and return the survey form. →

- ☐ All of the instructional faculty at this institution are employed on a part-time basis
- ☐ All of the instructional faculty at this institution are military personnel
- ☐ All of the instructional faculty at this institution contribute their services (e.g., are members of a religious order)
- ☐ All of the instructional faculty at this institution teach preclinical or clinical medicine

PURPOSE OF THE SURVEY

The primary purpose of this survey is to collect data on the salaries, tenure, and fringe benefits of full-time instructional faculty by contract length, sex, and academic rank; to analyze, from a national perspective, the number and tenure status of faculty members in relation to the number of enrollments and degrees granted for an indication of manpower demand; and to evaluate faculty compensation in relation to institutional financial resources for an indication of the economic status of institutions and of the teaching profession. The survey is being conducted in compliance with the Center's mission "to collect, and analyze, and disseminate statistics and other data related to education in the United States . . . ", (20 U.S.C. 1221e-1, General Education Provisions Act, Sec. 406(b), as amended.)

USES OF DATA

These data are used by postsecondary institutions to establish competitive compensation packages; by State agencies to determine budgets for State-supported institutions and to make comparative studies with other States; by Federal agencies to analyze the teaching profession as a whole, to contribute to occupational forecasting, and to develop financial indicators relating to postsecondary education; and by professional and educational associations to evaluate the differences in salaries between men and women, and the general status of the profession.

The definitions and instructions for compiling IPEDS data have been designed to minimize comparability problems. However, postsecondary education institutions differ widely among themselves. As a result of these differences, comparisons of data provided by individual institutions may be misleading.

Part A — SALARIES AND TENURE OF FULL-TIME INSTRUCTIONAL FACULTY, ACADEMIC YEAR 1992-93

SA

Line No.	Sex and academic rank	Faculty with tenure (1)	Nontenured faculty: Those on tenure track (2)	Nontenured faculty: Those not on tenure track (3)	Total number of faculty (Sum of columns 1-3) (4)	TOTAL SALARY OUTLAY (In whole dollars) (5)
	I. FACULTY ON 9/10-MONTH SALARY CONTRACTS					
	(a) MEN					
01	Professors					$
02	Associate professors					
03	Assistant professors					
04	Instructors					
05	Lecturers					
06	No academic rank*					
07	**TOTAL MEN** *(Sum of lines 1 thru 6)*					$
	(b) WOMEN					
08	Professors					
09	Associate professors					
10	Assistant professors					
11	Instructors					
12	Lecturers					
13	No academic rank*					
14	**TOTAL WOMEN** *(Sum of lines 8 thru 13)*					$
15	**TOTAL FACULTY ON 9/10-MONTH SALARY CONTRACTS** *(Sum of lines 7 & 14)*					$

*Institutions without standard academic ranks should report full-time faculty here.

Part A — SALARIES AND TENURE OF FULL-TIME INSTRUCTIONAL FACULTY, ACADEMIC YEAR 1992-93 — *Cont.*

SA

Line No.	Sex and academic rank	Faculty with tenure (1)	Nontenured faculty: Those on tenure track (2)	Nontenured faculty: Those not on tenure track (3)	Total number of faculty *(Sum of columns 1-3)* (4)	TOTAL SALARY OUTLAY *(In whole dollars)* (5)
	II. FACULTY ON 11/12-MONTH SALARY CONTRACTS					
	(a) MEN					
16	Professors					$
17	Associate professors					
18	Assistant professors					
19	Instructors					
20	Lecturers					
21	No academic rank*					
22	**TOTAL MEN** *(Sum of lines 16 thru 21)*					$
23	**(b)** WOMEN Professors					
24	Associate professors					
25	Assistant professors					
26	Instructors					
27	Lecturers					
28	No academic rank*					
29	**TOTAL WOMEN** *(Sum of lines 23 thru 28)*					$
30	**TOTAL FACULTY ON 11/12-MONTH SALARY CONTRACTS** *(Sum of lines 22 & 29)*					$
31	**III. FACULTY ON OTHER THAN 9/10-MONTH AND 11/12-MONTH SALARY CONTRACTS, TOTAL MEN AND WOMEN**					$

*Institutions without standard academic ranks should report full-time faculty here.

22

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FORM IPEDS-SA (6-1-92)

Part B — FRINGE BENEFITS OF FULL-TIME INSTRUCTIONAL FACULTY ON 9/10-MONTH AND 11/12-MONTH SALARY CONTRACTS, ACADEMIC YEAR 1992-93

SA

Line No.	Fringe benefits	Faculty on 9/10-month contracts		Faculty on 11/12-month contracts	
		Expenditures *(In whole dollars)* (1)	Number covered (2)	Expenditures *(In whole dollars)* (3)	Number covered (4)
32	Retirement plans (Other than Social Security) Vested within 5 years	$		$	
33	Vested after 5 years				
34	Medical/dental plans				
35	Guaranteed disability income protection				
36	Tuition plan (Dependents only) Restricted — *Mark (X) one box* → ☐ Yes ☐ No				
37	Housing plan Restricted — *Mark (X) one box* → ☐ Yes ☐ No				
38	Social Security taxes				
39	Unemployment compensation				
40	Group life insurance				
41	Worker's compensation				
42	Other benefits in kind with cash options				
43	**TOTAL**	$		$	

GENERAL INSTRUCTIONS — SA

Please respond to each item on this report in the space provided. The Glossary provides definitions of terms used in this report.

INSTITUTIONAL IDENTIFICATION

In the space provided on the front page of this report make any necessary corrections to the preprinted address information. Also, enter the name, title, area code and telephone number of the person responsible for completing the report.

Exclusions from reporting — This report may not be applicable to your institution because ALL of your instructional faculty embrace one of the exclusion categories listed on page 1 of the survey form. If this is the case, mark (X) the appropriate category and return the form.

PERIOD OF REPORT

This report requests data on full-time instructional faculty employed (including those under contract but not yet in the payroll system) by your institution as of October 1, 1992.

PART A — SALARIES AND TENURE OF FULL-TIME INSTRUCTIONAL FACULTY, ACADEMIC YEAR 1992-93

General instructions for Part A — Sections I, II, and III — The following general instructions apply to all of Part A — Sections I, II, and III. (Instructions related to a specific contract length only (9/10-month, 11/12-month, or other than 9/10-month and 11/12-month) are provided in Section B.)

In reporting instructional faculty, include only those members of the Instruction/Research staff who are employed full time (as defined by the institution) and whose major (more than 50%) regular assignment is instruction, including those with released time for research. Also included in this category are —

- Full-time instructional faculty on sabbatical leave. Report such faculty at their regular salaries even though the faculty member may be receiving a reduced annuity while on leave.
- Full-time replacements for instructional faculty on leave without pay.
- Chairs of departments (if they have no other administrative title and hold a full-time faculty rank). Report such faculty at their contracted faculty salary.

In reporting instructional faculty, the following apply —

- Additional stipends for administrative, managerial, or other responsibilities should not be included in the salary calculation.
- When reporting instructional faculty by academic rank, use the institution's designations. Institutions without standard academic ranks should report all faculty in the category of "No Academic Rank."
- When reporting tenure status, use the institution's criteria or requirements for tenure.
- Instructional faculty should be reported as having 9/10-month, 11/12-month, or other than 9/10-month and 11/12-month salary contracts on the basis of the contracted (teaching) period, not on the basis of the number of installments in which salaries are paid.

Do not report the following instructional faculty —

- Replacements for instructional faculty on sabbatical leave.
- Instructional faculty on leave without pay.
- Instructional faculty for preclinical and clinical medicine.* (NOTE — Instructional faculty in all other health fields, such as dentistry, veterinary medicine, nursing, dental hygiene, etc., should be reported.)
- Instructional faculty who are employed on a part-time basis.*
- Instructional faculty (such as members of religious orders) whose services are valued by bookkeeping entries rather than by full cash transactions.*
- Instructional faculty who, as members of military organizations, are paid on a different salary scale from civilian employees.*
- Administrative officers with titles such as dean of instruction, academic dean, dean of faculty, dean of students, librarian, registrar, coach, etc., even though they may devote part of their time to classroom instruction.
- Undergraduate or graduate students who assist in the instruction of courses, but have titles such as graduate or teaching assistant, teaching associate, teaching fellow, etc.

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* If this statement applies to ALL instructional faculty at your institution, mark (X) the appropriate exclusion category listed on page 1 of this survey form and return the form.

(Remove instructions prior to mailing and retain for your files)

SPECIFIC INSTRUCTIONS FOR PART A — SECTIONS I, II, AND III

Part A — Section I — Full-time faculty on 9/10-month salary contracts — Also read the general instructions on the preceding page before completing this part of the survey form.

The term, 9/10-month salary contract, applies to instructional faculty who teach for 2 semesters, 3 quarters, 2 trimesters, 2 4-month sessions, or the equivalent.

Column (1) — Faculty with tenure — For each line, report the number of full-time instructional faculty with tenure.

Column (2) — Nontenured faculty on tenure track — For each line, report the number of full-time instructional faculty who are nontenured but are in positions which lead to consideration for tenure.

Column (3) — Nontenured faculty not on tenure track — For each line, report the number of full-time instructional faculty who are nontenured and are NOT in positions which lead to consideration for tenure. For each line, if your institution does not recognize tenure, then report the number of full-time instructional faculty in column 3.

Column (4) — Total number of faculty — For each line, report the sum of columns (1), (2), and (3).

Column (5) — Total salary outlay — For each line, report to the nearest whole dollar the total salary outlay for those faculty reported in column (4).

Part A — Section II — Full-time faculty on 11/12-month salary contracts — Also read the general instructions on the preceding page for Part A before completing this part of the survey form.

The term, 11/12-month salary contract, applies to instructional faculty employed for the entire year. These faculty members are usually employed for 11 months of teaching.

Follow directions for Part A — Section I for reporting data in columns (1) through (5).

Part A — Section III — Full-time faculty on other than 9/10-month and 11/12-month salary contracts — Also read the general instructions for Part A on page 5 before completing this part of the survey form.

The term, other than 9/10-month and 11/12-month salary contract, applies to faculty considered full-time employees that are not reported in Part A, Sections I or II.

Follow directions for Part A — Section I for reporting data in columns (1) through (5).

PART B — FRINGE BENEFITS OF FULL-TIME INSTRUCTIONAL FACULTY ON 9/10-MONTH AND 11/12-MONTH CONTRACTS, ACADEMIC YEAR 1992-93

Report the projected fringe benefit expenditures which will be paid by the institution, State, and local government to full-time instructional faculty during the academic year. Fringe benefits should be reported only for those salaried instructional faculty reported in Part A of this survey, EXCLUDING those on other than 9/10-month and 11/12-month salary contracts (Part A — Section III, line 31).

Fringe benefit expenditures for all instructional faculty (total men and women) on 9/10-month contracts should be reported in Part B, column (1), and the number of faculty covered in column (2). Similarly, the fringe benefits for all instructional faculty on 11/12-month contracts should be reported in Part B, column (3), and the number of faculty covered in column (4).

Fringe benefits are defined as cash contributions in the form of supplementary or deferred compensation other than salary. The employee's contribution should be excluded when determining the dollar value of fringe benefits. Expenditures should be reported to the nearest whole dollar. When an expenditure is reported for a fringe benefit, the number of persons receiving the benefit should also be reported.

Lines 32 and 33 — Retirement plans (Other than Social Security) — Report contributions by the institution, State, and local government toward retirement on lines 32 and 33 according to the vesting provisions of the institution's retirement plan. A vested retirement plan is defined as one in which the full amount of the contribution by the institution, State, and local government, with accumulations thereon, will be made available as a benefit in case of death while in service and with no forfeiture in case of resignation or dismissal from the institution.

On line 32, report contributions toward retirement if they become vested in the faculty member not later than the end of the 5th year of full-time service at the institution and are not lost to the member if the member leaves the institution or moves to another State. If the institution's retirement vesting provision meets the 5-year criterion, report all contributions to the retirement plan on line 32 even though some faculty members may have been employed less than 5 years*

On line 33, report expenditures for retirement plans in which the employer's contribution becomes vested in the faculty member after 5 years or only upon retirement.*

Line 34 — Medical/dental plans — Report contributions to insurance plans which provide for hospital, medical, surgical, or dental care.*

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* Verify that the number covered in column (2) on this line does not exceed the total reported in Part A, line 15, column (4). Also verify that the number covered in column (4) on this line does not exceed the total reported in Part A, line 30, column (4).

Line 35 — Guaranteed disability income protection — Report expenditures, through insurance or otherwise, for long-term disability income payments (defined as salary in excess of 6 months) not covered in other retirement or insurance plans listed on this form. These payments are not to consist of the accumulation of unused sick leave benefits.*

Line 36 — Tuition plan — Report cash payments and the dollar value of tuition waivers and exchanges for dependents (including spouse) of faculty members to attend another institution or this institution. If the tuition plan is available to all dependents of all faculty members to attend any institution of their choice, mark (X) the "No" box on line 36. If either of these conditions does not apply, mark (X) the "Yes" box on line 36.

The number covered by this benefit should be the number of faculty dependents receiving tuition, rather than the number of faculty members covered by this benefit. If the number of faculty dependents who will receive this benefit in the academic year covered by this report is unknown, apply the current rate for the benefit to the number receiving the tuition benefit in the previous academic year to derive an estimate.

Line 37 — Housing plan — Report the expenditures in the form of cash payments or subsidies to faculty members for off-campus or institution-owned housing. If faculty members have the option of choosing off-campus housing, mark the "No" box on line 37. If the housing plan only applies to institution-owned housing, mark the "Yes" box on line 37. If the number of faculty members who will receive the housing benefit in the academic year covered by this report is unknown, apply the current rate for this benefit to the number receiving the housing benefit in the previous academic year to derive an estimate.*

Line 38 — Social Security taxes — If covered by Social Security, report the F.I.C.A. taxes calculated at the rate effective January 1, 1992.*

Line 39 — Unemployment compensation — Report the taxes (not benefits) to be paid under this law. If the institution is self-insured, report the estimated amount which would otherwise be paid to the State.*

Line 40 — Group life insurance — Report expenditures by the institution to support the group life insurance program.*

Line 41 — Worker's compensation — Report the taxes (not benefits) to be paid under this law. If the institution is self-insured, report the estimated amount which would otherwise be paid to the State.*

Line 42 — Other benefits in kind with cash options — Report personal benefits in kind only if the faculty member has, without the imposition of conditions, the option of taking a cash payment if the person prefers to use the money in some other way. Since the objective is the measurement of income available for personal consumption, as distinct from professional purposes, benefits of a professional nature (such as convention travel, membership fees, grading assistance, faculty clubs, etc.) should not be included.*

Line 43 — Total — Report the sum of the expenditures on lines 32–42 for each of columns (1) and (3).

CONFIDENTIALITY OF DATA

The confidentiality of individuals' salaries will be preserved in accordance with Title V, Section 501(a) of the Education Amendments of 1974 (Public Law 93-380, 93rd Congress, August 21, 1974) which amends Part A of the General Education Provisions Act by adding at the end thereof a new Section 406 specifically referring to NCES. Section (d)(2) of the Act is cited below.

"The Center shall develop and enforce standards designed to protect the confidentiality of persons in the collection, reporting, and publication of data under this section. This subparagraph shall not be construed to protect the confidentiality of information about institutions, organizations, and agencies receiving grants from or having contracts with the Federal government."

The Freedom of Information Act requires that data retained by the Federal government must be made available to the public so long as the rights to privacy of individuals are not violated. When requested, data collected in this survey will be made available to the public in the form of computer tapes. Data cells containing salary outlays or fringe benefit expenditures for fewer than three individuals will be removed. The tapes will contain all of the data items on the report (except those which might identify individuals), as well as the names of institutions submitting the reports.

*Verify that the number covered in column (2) on this line does not exceed the total reported in Part A, line 15, column (4). Also verify that the number covered in column (4) on this line does not exceed the total reported in Part A, line 30, column (4).

GLOSSARY – SA
SALARIES, TENURE, AND FRINGE BENEFITS OF FULL-TIME INSTRUCTIONAL FACULTY

FRINGE BENEFITS – Cash contributions in the form of supplementary or deferred compensation other than salary. Excludes the employee's contribution.

INSTRUCTIONAL FACULTY – Instruction/Research staff employed full time (as defined by the institution) and whose major regular assignment is instruction, including those with released time for research.

OTHER THAN 9/10-MONTH AND 11/12-MONTH SALARY CONTRACT – The contracted teaching period of faculty employed for other than 2 semesters, 3 quarters, 2 trimesters, 2 4-month sessions, or 11–12 months, but still considered full-time employees (as defined by the institution).

TENURE – Status of a personnel position, or a person occupying a position or occupation, with respect to permanence of position.

TENURE TRACK – Positions that lead to consideration for tenure.

9/10-MONTH SALARY CONTRACT – The contracted teaching period of faculty employed for 2 semesters, 3 quarters, 2 trimesters, 2 4-month sessions, or the equivalent.

11/12-MONTH SALARY CONTRACT – The contracted teaching period of faculty employed for the entire year, usually a period of 11 months.

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